



COMMONWEALTH of VIRGINIA

DEPARTMENT OF PROFESSIONAL AND OCCUPATIONAL REGULATION

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HUMAN RESOURCE POLICY

#200-18

EQUAL EMPLOYMENT OPPORTUNITY

EFFECTIVE DATE: August 18, 2004

APPROVED BY:

I. HISTORY

This policy replaces Personnel Policy #200-18, Equal Employment Opportunity and Affirmative Action Plan effective July 7, 1994.

II. PURPOSE

The purpose of this policy is to establish the Department of Professional and Occupational Regulation Equal Employment Opportunity compliance policy statement to affirm the Department's commitment to equal employment opportunity.

III. POLICY

In accordance with Governor Mark Warner's Executive Order Number One (2002), state and federal laws, and the Department of Human Resource Management Policy 2.05 Equal Employment Opportunity

http://www.dhrm.virginia.gov/hrpolicy/policy/eeo2_05.pdf

DPOR shall conduct all aspects of hiring and employment practices without regard to race, color, religion, gender, age, national origin, disability, or political affiliation.

IV. DEFINITIONS

None

V. PROCEDURES

Discriminatory practices shall be prohibited in recruitment, hiring, compensation, transfer, performance management, employee development, disciplinary actions, or any other aspect of human resource management within the Department. However, this policy shall not permit the lowering of legitimate job requirements, performance criteria, or qualifications in order to give preference to any state employee or applicant for state employment on the basis of the aforementioned prohibitions.

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